



BOARD OF POLICE COMMISSIONERS

(COMMITTEE OF THE WHOLE)

Minutes of the Regular Board of Police Commissioners Meeting Thursday, January 23, 2003

The regular meeting of the Detroit Board of Police Commissioners was held on Thursday, January 23, 2003, at 3:00 p.m., Police Headquarters, 1300 Beaubien – Rm. 328, Detroit, MI 48226.

ATTENDANCE

Board Members Present

Megan P. Norris
Willie E. Hampton **(ABS)**
Nathan Head **(ABS)**
Edgar L. Vann, Jr.
Arthur Blackwell, II **(ABS)**

Department Personnel Present

Chief Jerry A. Oliver, Sr.
AC Ella Bully-Cummings
DC Ronald Haddad
DC Gary Brown
DC Bryan Tunrball
Insp. Jamie Fields
Insp. Willie McClure
Insp. Davis
Lt. Sidney Holmes
Lt. Kenneth Balinski
Lt. W. Martin
Lt. McClaister
Sgt. Leach
Sgt. Bennett
Sgt. Counts
Sgt. Debbie Jackson
Sgt. Kenneth Williams
PO Erica Rickett
PO Irvette Reed
Civ. DC Pamela Evans

Civ. Tara Dunlap
Civ. Partrice Woodward
Dr. Elise Scott
Atty. Nancy Ninowski

Board Staff Present

Pamoline J. McDonald, Exec. Director
Denise R. Hooks, Atty./Supv. Investigator
Lori Waddles, Chief Investigator
Ainsley Cromwell, Supervising Investigator
Shirley Blesdoe, Investigator
Debbie Abdur-Rasheed, Investigator
Sandra Mercer, Investigator
E. Lynise Bryant-Weekes, Personnel Director

OTHERS PRESENT

Councilwoman Kay Everett, City Council
WWJ 950
Ms. G. A. Walters
Ben Schmitt, Free Press News
Ron Scott
Linda Sims, Commissioner (Lansing)
Maria Mejorado, Commissioner (Lansing)
Derrick Quinney, Commissioner (Lansing)
Patty Farhat, Commissioner (Lansing)
Roger Newcomb, Commissioner (Lansing)
Captain Edward Forest, Lansing Police Department
Bernard Brantley, Commission Investigator (Lansing)

RECORDERS

Jerome Adams
Kellie Williams

1. CALL TO ORDER

Chairperson Norris called the regular meeting of the Detroit Board of Police Commissioners to order at 3:23 p.m.

2. APPROVAL OF MINUTES

Chairperson Norris stated that the Minutes for January 16, 2003, will be tabled until the next full meeting of the Board.

3. REPORT FROM THE CHAIR

Chairperson Norris stated that she wanted to let the public know what she found out today, that the Board is subject to the drug testing policy as everyone else in the police department. In addition, we have the Lansing Police Commissioners with us today. Would someone from the group like to say a few words?

Comm. Linda Sims introduced her colleagues Comm. Maria Mejorado, Comm. Derrick Quinney, Comm. Patty Farhat, Comm. Roger Newcomb, Capt. Edward Forest and Comm. Inv. Bernard Brantley. We are blessed to be able to learn a lot about what it is you're doing here in the City of Detroit and to look at how we can do things differently. Ainsley (Cromwell) has really shared a wealth of information about your Department and just how important citizens are to the City of Detroit and their role in terms of being able to have a voice in being heard.

4. SECRETARY REPORT – EXEC. DIR. MCDONALD

Suspension

On January 23, 2003, **Police Officer Daniel Linares**, badge 3780, assigned to the Sixth Precinct, was suspended **without pay** by Assistant Chief of Police Walter E. Shoulders.

On November 27, 2002, the Internal Affairs Section received a Preliminary Complaint Record regarding off-duty Officer Linares, alleging "Child Abuse."

According to the information, on November 26, 2002, officers of the Fifth Precinct responded to St. John's Hospital regarding a child abuse report. The investigation revealed that both parents are police officers. The complainant is a three-month-old female infant, who lives with her mother and a female roommate. The roommate baby-sits the complainant.

On the above date, the complainant's mother made arrangements with Officer Linares to watch the baby at her house between the hours of 12:00 p.m. and 2:00 p.m. The roommate stated she stopped by the house at 12:00 p.m. for lunch and left at 12:30 p.m. She stated that everything was fine with the

complainant. When the roommate returned at 2:05 p.m., Officer Linares told her that the complainant was sleeping. Officer Linares left the location at approximately 2:20 p.m. At approximately 3:15 p.m., same date, the roommate checked on the complainant and observed redness and bruising on the left side of her face. She contacted the mother of the complainant. The mother returned home and conveyed her to St. John's Hospital. At the hospital, the doctor examined the complainant and observed bruising and a bite mark consistent with child abuse. She was admitted to the hospital in stable condition and later released to the custody of her mother.

On January 15, 2003, Magistrate Thomas Shannon, of 36th District Court, issued felony warrant #36-03-55584, charging Officer Linares with "Child Abuse 2nd Degree."

On January 16, 2003, Officer Linares was arraigned before Magistrate Thomas Shannon, and he stood mute to the charge and a not guilty plea was entered on his behalf. He was released on a \$1,000.00 personal bond. His preliminary examination is scheduled for January 28, 2003.

Based on the above circumstances, it is recommended that Officer Linares be charged with, but not limited to the following violation of the Detroit Police Department Rules and Regulations:

CHARGE: CONDUCT UNBECOMING AN OFFICER; CONTRARY TO THE LAW ENFORCEMENT CODE OF ETHICS, THIS BEING IN VIOLATION OF GENERAL ORDER 72-17(R), SECTION K. SUBSECTION 65.

Unless contravened by this Commission, the above suspension without pay will stand.

There were no contraventions to the above suspension.

CITIZEN COMPLAINTS RECEIVED

	<u>2003</u>		<u>2002</u>
During the past week:	17	During the past week:	14
Year to Date:	57	Year to Date:	51

5. **CHIEF'S REPORT/PRESENTATION**

DETROIT POLICE DEPARTMENT
MIND'N OUR BUSINESS

Board of Police Commissioners

It is the Detroit Police Department's mission to provide a safe environment through effective, efficient and community based service. Therefore, the following enforcement actions were conducted during the week of January 15th-21st, 2003:

NARCOTICS BUREAU ENFORCEMENT ACTIONS

The North-West, South-East, and Vice Sections conducted four enforcement actions that resulted in (3) felony arrests, (7) misdemeanor arrests. These enforcement actions reflected in the confiscation of 34.5 grams of cocaine, 15 grams of heroin, 3 grams of marijuana with a street value of \$40,812.00. One hundred and eighty-one (\$181.00) dollars in U.S. currency, and (2) vehicles were confiscated.

NINTH PRECINCT

On Friday, January 17, 2003, officers from the Ninth Precinct observed an individual exit a vacant dwelling on Spring Garden, which is also a known narcotics location. The officers exited the scout car to investigate the subject, who began to run northbound on Spring Garden. The officers witnessed the subject reach into his coat pocket and throw a handgun on the ground. The subject was apprehended and conveyed to the Ninth Precinct without incident. The subject is awaiting a pre-trial hearing.

TENTH/TWELFTH PRECINCTS

On Sunday, January 19, 2003, officers of the Tenth/Twelfth Precincts Felony Apprehension Team received reliable information regarding a first-degree murder suspect that was hiding in the City of Ferndale, Michigan. The Ferndale Police Department was notified of the case and surveillance on the suspected location was set-up. The suspect was apprehended without incident in the driveway of the location. The suspect was turned over to the Homicide Unit.

Chief of Police Jerry A. Oliver, Sr.

Presentation

Comm. Norris stated the Chief is proposing a change in the organization chart as well as a specific hire for that change. We advised the Chief that we would want some time to consider that before we would be asked to act on it, so the Chief requested that he be able to make a presentation today with the understanding that we would vote on it as long as we have a quorum, if we are prepared to do that next Thursday. Thank you in advance for giving us some time and notice for the issues that you are presenting.

Chief Oliver stated the report that the Chair is mentioning is a request by the Chief of Police and staff for the Board of Police Commissioners to consider what I consider to be an evolution in our reorganization of the DPD. We are asking them to approve a third Assistant Chief of Police within the police department so that we could have three areas. Right now, we have two, the Administrative Portfolio that is headed up by AC Ella Bully Cummings, which includes all the administrative, budgetary, fiscal, management and property management of the Department. We now have a Operations Portfolio that includes investigations, patrol, uniform services, special services, and central services that include investigative areas in the Department all reporting to one Assistant Chief. Literally, that is more than two-thirds of the Human Resources that we have within the Department.

We believe, not only for the good of the organization, but for good accountability sake that by breaking out the investigative areas, consolidating that with our Professional Accountability area that the investigative portfolio will be something that would really help us go to the next step/level in terms of our accountability within the DPD. As I indicated in the literature that I provided to the Board, this recommendation would not be of cost to the Department, because we will take an existing sworn FTE and as we have done in the past we would raise/augment that in a way in which it would become an assistant chief position. It is not an additional position, in addition to that because of the salary savings and vacancies within the Department, it would actually not have any negative impact at all in terms of our fiscal standing at this point. In addition to that, we are recommending that a specific individual be considered by the Board to occupy this position as the first Assistant Chief of the Investigative Portfolio.

Comm. Vann thanked Chief Oliver for the process that he used in terms of the request that is being made. Of course this is a very radical and revolutionary change, it was so, to have two Assistant Chief's, now to suggest that we would have three Assistant Chiefs, it is going to be something that people are not used to, especially in the Department. It appears if this particular proposed person is going to take up the Investigative Portfolio, then that means that this person will be dealing with some of the issues that we have dealt with regard to police misconduct or some of the situations that we have had. We have had a rise in

suspensions under your watch and we know that one of your agenda items is to raise the bar and the standard for the accountability of police officers.

Chief Oliver stated yes, sir.

Comm. Vann asked how does that fly in the face of the Professional Accountability Bureau that was set in the reorg. Is there some dissatisfaction with the leadership there or the work that is coming from that particular unit at this time?

Chief Oliver stated absolutely not. This is not an indictment or indication in any way that any of the managers, supervisors, administrators or executives have not been doing their job. They have been doing an excellent job. This is a department of nearly 4300 sworn people, that is a lot of people. In reality when you take a look at our organization compared to any other police organization of our size, it is very common to have at least two. Most police departments have three and if you look at Washington, D.C., that is not quite as big as we are, they have many more assistant chiefs than we have. The police department that I am most familiar with is the one that I retired from in Phoenix and they have six assistant chiefs. I don't think that we are certainly not top heavy. In fact, if anything if we are interested in accountability within our department and making sure that people are held accountable for production and product and for doing all the things that the Board of Police Commissioners asks the police department to do, literally, through the mayor has mandated that we do. I think it is very important that we have someone that is accountable for each one of these critical areas in this Department.

*For those people who are sports fans, I thought it was very interesting that when Bill Parcells was hired as the new coach in Dallas that he hired 13 direct reports assistants to him for 75 people. This is an organization of 4300 people we have 8 deputy chiefs, 2 assistant chiefs and a number of commanders, but when you divide that into the number of people we have in the department, that is not a top heavy organization to have three Assistant Chief's. In fact, I think if you compared us to others, it would be a little less. The other point that I would like to make is that you talked about the area that has impacted us most and that is some of the use of force issues, and the quality of our investigations, you mentioned that part of the DOJ look at the police department has to deal with how we arrest witnesses at times. I feel like we could do a better job of that. We are a year into it and there is still a lot of progress to be made. I want some specific attention given to some of the investigative areas. This is a leadership issue, this is not an issue of the heart, this is an issue of capacity and creativity. We are hoping to bring in some new ideas and policies that will help get us to where we need to be.

Chairperson Norris stated I understand the argument that this is not adding a new position, we already have unfilled positions that you would simply be adding the increase in salary from that position up to an Assistant Chief on. I also understand that one add is not going to affect a whole lot of FTE's. Things that we always want to be mindful of though is that we are not creating these positions at the expense of having the rank and file available as officers on the street.

Chief Oliver stated the Mayor has given us authorization through the budget process to fill all of the vacancies that we have and that was profound.

Chairperson Norris stated yes, we agree.

Chief Oliver stated we have discovered in the budget process that there are some barriers that were not really barriers. We thought that they were there because people told us that they were. When we were at the table, the budget people stated that was not the case and that we could continue to go forward. We (Dr. Scott, Dir. Weekes and myself) fully intend as a staff to take them up on that challenge and to fill those vacancies. This position will not prohibit us or limit us or keep us from meeting those goals/objectives of having more police officers on the street. This is a move to tighten up a specific area within the Department. I guess my answer to that is that absolutely not, it is not going to impact our efforts to provide better services to the people out there on the streets.

Comm. Vann stated one of the sensitivities of this community as you may have come to understand is structure in the police department that has limited itself to the community sometimes even maybe misreading, but there is some sort of "gestopo" process or structure in the police department. It is very important that the demeanor of the particular individual that would be doing this and whatever kind of professional authority that they would have in terms of doing the job. One of the critical areas, as we reform the police department as we receive the charge of the Mayor and as we are seeking to bring about a higher standard of the accountability in the police department is the balancing that always has to be the sensitivity and relationship building that we ought to be making in the community and within the Department with the morale of the officers.

Chief Oliver stated I agree.

Comm. Vann stated I think it is very obvious right now that the morale of our officers is very low. We can have an ever so wonderful idealistic structure, but if the individual who is placed in the position does not have the kind of the spirit that lends itself to affirming good officers, while holding other officers, who are suspected of misconduct accountable and doing their job as you charge them to do. Also, not bring about an attitude within the department, that this department does not respect and appreciate the hard work of good officers, who are the

overwhelming majority of the Department, even in its pursuit of officers, who may be marginal or otherwise. I hope there could be a lot more balance in the future with that. One of the critical things that I hope that we are able, especially in your second year of administration is to try to see if we could find some sense of balance there. There is a human side to police work where people put their lives on the line everyday. I hope that this particular structure and the demeanor of this particular individual that you are recommending to us would not lend itself to taking us further to a gray area where officers will not feel respected, will not feel as if their hard work is not affirmed and validated, and there would be a deleterious affect on this community because this community is very sensitive to those kinds of things. He asked the Chief if he knew this individual?

Chief Oliver stated yes.

Comm. Vann stated I hope that this structure and this individual will lend themselves to helping to effectuate a better working relationship among the executives or management, supervisors and the rank and file officers.

Chief Oliver stated I think that it is extremely important that the officers and employees of this Department that the morale is tended to...I met with a group of civilian employees before this meeting started, but part of what we were talking about was the morale of the civilian employees. For example, no one had paid attention to their grievances, equipment, training issues and etc. We also need to include more citizens using community policing.

Comm. Vann asked could you give us a snapshot of this individual on a personal level. I am assuming that you probably worked with him before and I see his qualifications...

Chief Oliver stated I have known this individual for 31 years and he brought a lot of creativity and energy to the police department that I belonged to before I came here. He is well known as an innovative, creative, caring and honest leader.

Chairperson Norris stated you mentioned earlier that two-thirds of the Department report to AC Shoulders on the Operations side. She asked under the reorganization would it come out to about one-third?

Chief Oliver stated no, it would still not come out a third because he will still handle the majority of operations. This is an area that would be second largest and AC Bully's Administrative portfolio would be the third. Another mandate that the Board of Police Commissioners has articulated more than once and that is of the employees that we have assigned to the Operations Portfolio, you have asked that the largest fractions of those be assigned to the precincts and making sure that they are providing services. This does not alter this at all.

Comm. Vann asked has this person had some experience in working with DOJ?

Chief Oliver stated not that I know of, I would have to ask and find out.

Chairperson Norris stated if not, they would have to learn fast. I would propose based on discussions with the Chief, that if Comm. Vann could talk to Comm. Blackwell and bring him up to speed and I will talk to Comm. Head and Comm. Hampton and bring them up to speed because they might have some questions next week and we might be prepared to take some action.

6. OTHER BUSINESS

Chairperson Norris commended Chief Oliver for not dividing this Department in the way that it has sometimes been divided up into civilian vs. sworn. The Personnel Director had to fight to get on the Intranet because she was told by someone that if she was not sworn you cannot get on the Intranet and she said well I am charge of all of the personnel and I need to get on the Intranet. We know that your message is very clear and if you could do your best to make sure that that message gets down to the techie folks that actually have to implement that kind of thing because I know that there is some frustration on the civilian side with the ability to get the information that sworn personnel get everyday.

Chief Oliver stated we discovered today that everyone does not have an email address on Groupwise because you can also access it from at home. There is no reason why everyone should not be accessing the Intranet because much of the information that everyone needs to do their job is on the Intranet. That is something that we will be pushing for and correct it.

Comm. Vann asked where would Risk Management fall under the new proposed structure?

Chief Oliver stated it still works for the Administrative Portfolio and reports through AC Ella Bully Cummings.

Chairperson Norris stated as a reminder we would like to set dates for our presentations for the year and if you could get us a proposal to work on before too much of the year has gone by.

Chief Oliver stated okay.

Chairperson Norris stated I have received a request from City Council for our position in regards to what is being done about Officer Johnson? She asked him if he could bring the Board up to speed.

DC Brown stated Officer Johnson is suspended without pay. As you know the prosecutor has decided not to pursue criminal charges. The Professional Accountability Bureau is pursuing the administrative review and we have also met with the U.S. Attorney and they are taking a hard look at a possible civil rights violation. That portion of the criminal case is still opened, while the Wayne County Prosecutor's case is closed. We are certainly going forward with the disciplinary case and we are not waiting for either criminal jurisdiction to come up with a solution. We are going to move forward with a disciplinary case.

Chairperson Norris asked have you decided what level of discipline is going to be taken at this point? Are you still investigating?

DC Brown stated the investigation is complete and it has been turned over to the Disciplinary Section. The charges have been written and we could get you a copy of what they are and we are just awaiting for the fast track disciplinary process that Risk Management has put in place, as you know.

Chairperson Norris stated if you could get that for me, I know we normally, in the regular course, don't get things at that stage of the process, but I will be able to tell City Council where this is going.

DC Brown stated we will make sure you will get a copy of the charges.

Comm. Vann stated often we have heard in the past from the DPOA lawyers that when the prosecutor and there is no charges being filed then, in effect what is your problem, bring him back and restore his pay. I am hoping to see in this particular situation where irrespective of criminal charges that may or may not come in the prosecutor's office, that there is some diligence taking place on the part of the Department to make sure that the kinds of standards that we are seeking to support and put forward are being enforced. That will be my view of what should happen in this particular situation and of course relying upon the expertise of the Department in this regard and of course of receiving the information.

I would hope that we are not just rubberstamping again a situation, simply because of one reason or another. We know that often times the prosecutor's office chooses or chooses not to pursue a case for reasons that have nothing to do with the officer, the investigation, the review and etc. All of us are a little smart enough now to know that. I think that whether or not there have been criminal charges filed by the prosecutor's office is really immaterial as it relates to the conduct of the officer in this particular Department.

Chairperson Norris stated a prosecutor could well determine that they don't have evidence to show that at the moment the trigger was pulled legally the officer didn't have the right to pull the trigger. But we could show that the 20

steps leading up to that were all violations of organizational policies and that it should have never gotten to that point and those would clearly warrant discipline. So the fact that there isn't any criminal act has nothing to do with whether there should have been that use of force at that time. I am happy to see that we are addressing that on our own policy track as opposed to looking at the criminal behavior.

DC Brown stated it is being addressed as stated earlier.

Comm. Vann stated one of the serious issues is our community has become the sex ring case. I mentioned it because, I'm hearing more and more that this is becoming a problem in our city, that there are sex houses throughout the city that are very widely known by police officers as well. They know who there are, they know whose there, they know who is involved and that it is not an isolated incident. In hearing that in the community and finding out among young people that I often work with how widely known this is. He asked what other steps are we taking in view of that information?

Chief Oliver left at 4:00 p.m. AC Bully Cummings stood in for Chief Oliver.

DC Brown stated I was at the press conference that was held that announced this case and I can assure you that all of the resources in the criminal justice system is being brought to bear on this issue. I know for a fact that there is information coming in from all over the country with reports that are almost word for word identical to the situations that were happening and are happening in Detroit. There has been a taskforce of federal, local and state agencies that will be working on this problem and we look forward to any input from the community that knows about these particular addresses so that we can incorporate it into the investigation.

AC Bully Cummings stated one of the issues and one of the concerns that had arisen as a result of the investigation was people weren't coming forward and when we were interviewing folks that we believe may have been victims, they were siding with the individual that was responsible for the crime that was being committed against them. So we need for the community to understand that we need their input and their assistance in helping us to shut this down and identify and arrest the perpetrators that are responsible.

Comm. Vann stated I think that one of the other natural collaborations that you ought to have in this investigative process is a school system. Now, I don't know what kind of relationship you have with them, but I know they have their own problems and I know that they are not handling their own business very well. My understanding is the skip house is the sex house, it's one in the same now. If the truancy officers or whatever...I don't know what kind of relationship you have with DPS truancy officers, I am just saying that if what I'm hearing is that the skip

house is the sex house, which these kinds of activities are rolling out of and these particular individuals who are running these activities are doing. He asked there is a new lap dance law, right?

Chairperson Norris stated there is actually an article in the newspaper, saying how dare we deprive these women of making a living.

Comm. Vann stated now you have to stay away three feet and you can't put money in certain places.

Chairperson Norris stated the article says you have to wait till they are dressed.

Comm. Vann stated if that is enforced in some of the strip clubs or whatever it may be, because all I can see is trouble later down the road with these entrepreneur spirits that many people have in parlaying that over into a community based enterprise.

Chairperson Norris stated it's like prohibition.

Comm. Vann stated yes. I'm understanding that because of the stringencies of other kinds of laws, watchdogs are going to be at the club checking that out to make sure these people don't lose their liquor license and while that is going on people will be having private parties.

AC Bully Cummings stated I could speak with DC Harold Cureton and have the command structure of the Vice Section do a presentation for the Board, so that you could become familiar with the scope of what they investigate and enforce out there.

Chairperson Norris stated that would be great.

7. ORAL COMMUNICATIONS FROM THE AUDIENCE

Ms. Walters voiced her concern in regards to people who have sexually transmitted diseases working in restaurants.

Ron Scott stated Comm. Vann you have shown a great deal of interest in dealing with community efforts with the kind of zeal that we would like to see. He asked when will the Board have another large public meeting to deal with issues about community trust in regards to the Johnson case. In regards to the sex ring, the Talana Carpenter case and the officer from the 9th precinct own a sex ring case and this should be reinvestigated. Also, if a new person is being appointed the public should have input as to who they feel is right for the job.

Chairperson Norris stated we have already got a topic for a February meeting. We have asked for a presentation in regards to the Offer to Engage program and what happens if you are targeted for that. She asked if AC Bully-Cummings could pass on to the Chief your request that stakeholders in the community be consulted and I think that is a valid request.

Councilwoman Kay Everett stated in regards to the Johnson case, we have thousands of officers out there who are doing a good job and this one thing as horrendous as it is has been exacerbated to the point where the Department is being maligned. She asked what do we do to take care of people in your venue, with the risk management portion of that to stop, allay or to try to cut off people going in that path. He may have shown signs of being troubled before this and no one is reporting this. It is important that we know ahead of time, that's a risk management situation. The other has to deal with this crazy thing for \$38,000 that we had to okay because somebody decided that their fingers got glue on them and they couldn't release it. The new officers that are coming on that don't live in the City of Detroit should have training so that they would know where the location of the street is.

Chairperson Norris stated in regards to training, Dr. Elsie Scott is in charge of the Training Bureau and I will ask her to make sure she puts it on her list of things that we need to address. Our Office of the Chief Investigator has recently gone online with a really terrific early warning system where as we receive complaints at OCI they are put into a computer system and we can sort how many complaints we have had against this officer and etc. We are providing that information to the Chief's Office to help identify people who may not have yet been disciplined or criminal charges, but seem to be showing up in the system a lot. If City Council is interested in seeing the program that OCI has developed, we could set something up.

We appreciate the support of the Council on this, but we strongly believe that many of these problems are recruiting, hiring, training, disciplinary and policy problems. In order for us as a Commission to adequately address policy issues we need all the right information and that includes reports that have been done about officers who have gone wrong. We have had a great deal of difficulty getting some of that information and we will continue to attempt to get that information and we will continue to appreciate support that you give us in that regard, but that has been a problem historically and it continues to be a problem.

Councilwoman Kay Everett stated I think we can crack the thin blue line and if we don't, the whole Department and the city goes down and that's forever a challenge.

8. ANNOUNCEMENT OF NEXT MEETING

Thursday, January 30, 2003 @ 3:00 p.m.
Police Headquarters
1300 Beaubien, Rm. 328-A
Detroit, MI 48226

9. ADJOURNMENT

Meeting was adjourned at 4:22 p.m.

Respectfully Submitted,

PAMOLINE J. MCDONALD
Executive Director
Board of Police Commissioners

PJM/kdw